

Company Board Chair for Triangle

Role description

About Triangle

Triangle is a values-based Social Enterprise with a vision of a society in which everyone is able to thrive. We help service providers in social, health and education sectors to improve services by creating engaging visual tools and promoting enabling approaches. Our main work is developing and supporting the use of a suite of tools for promoting and measuring personal change called the Outcomes Stars. We are also increasingly seeking to advocate for enabling ways of working more generally in collaboration with others.

The Star is widely used in the UK by charities, social enterprises and local and health authorities in a wide range of fields including mental health, homelessness, vulnerable families and substance misuse. It is also being used internationally, with a particularly strong presence in Australia.

Triangle has now reached an exciting moment in its history. Its two founder owners are stepping back from leadership. This will involve handing over ownership of Triangle to an Employee Ownership Trust and the creation of a new company board to lead Triangle's work. We are looking for a Non-Executive Chair for this new board to play a key role in supporting this transition and co-leading Triangle into the next phase of its development.

Role description

The Chair will be responsible for running the company board including:

- Mentoring and developing the board team to ensure they fulfil their appointed roles, jointly & severally, including line management of the Managing Director
- Modelling Triangle's values in the way board meetings are carried out and in wider engagement with Triangle
- Ensuring that high quality, mission driven strategy, plans and budget are in place, that these guide the work of the organisation, and that they are reviewed and revised as circumstances change
- Ensuring that key projects have clear plans and communication processes that enable all to play their role and that progress against plans is regularly reviewed
- Being an enabler of mission, vision and values + mediator of board and executive disputes.
- Financially, ensuring that the board embraces viable long, medium and short term business plans to,
 - achieve appropriate turnover, liquidity and working capital to deliver the desired financial aims and growth targets, while
 - maintain sufficient financial "headroom" to facilitate on-going vendor payments, sustain sensible colleague dividends and

- retain enough surplus to meet on-going working capital needs and re-investment in people, product, marketing and business development to support Triangle's social mission.
- Together with the company secretary, ensuring that the board and company are legally compliant
- Acting as external company ambassador and where possible, making introductions to contacts and connections to support Triangle's business development

In addition they will also be jointly responsible together with the other members of the board for ensuring that:

- Triangle creates and follows an effective strategy for pursuing its mission, supported by good financial plans and budgets including
 - Overall priorities and planning
 - Star practice and policy
 - Brand and 'tone of voice'
 - Product strategy
 - Service strategy
- All parts of the organisation operate effectively and collectively towards agreed goals
- The board has the roles and people it needs to effectively lead the organisation
- Triangle ensures the well-being and development of its staff and is run according to its values, including modelling those values in board meetings and more broadly within the organisations
- Financial performance and risk are monitored and managed

Person specification

Essential

We are looking for a dedicated chair who is excited by the opportunity to play a key role at this turning point in Triangle's journey. This will be someone who:

- Is aligned with Triangle's values, working in a collaborative way and bringing together 'head, heart and hands' to make a real difference in the sectors that we work in. (More details here: <https://www.outcomesstar.org.uk/about-triangle/our-values/>)
- Understands the Outcomes Star, and the broader ideas on which it is based. (See <https://www.outcomesstar.org.uk/about-the-star/what-is-the-outcomes-star/#:~:text=The%20Star%20is%20underpinned%20by,it%20apart%20from%20traditional%20approaches> and <https://www.outcomesstar.org.uk/enablinghelp/> for more information)
- Is motivated to make a difference to Triangle – this is a role that they want to 'give to' rather than 'get from'
- Is a 'people person' who knows how to get the best out of the company board both individually and as a group

- Is a strategic thinker who knows how to ask the right questions and focus the company board on the key things that it needs to get right
- Has experience of supporting a significant organisational transition – this will be a key part of the role in the first 12-18 months
- Understands the commercial aspects of Triangle's operation
- Understands the role of the company board and legal compliance requirements
- Has experience of being on a board

Desirable

In addition to the above, it would be an advantage to be:

- Well connected in the worlds that Triangle operates in (or some of them) and able to open doors to conversations that will advance Triangle's mission
- A thought leader who can help Triangle continue to innovate and make its contribution in a changing landscape
- Experienced as a board chair in an organisation of similar size to Triangle
- Experienced in, or motivated by, the idea of Employee Ownership

Terms

This is a part-time Non-Executive Director post. It will be paid on a retainer basis at between £25,000 and £35,000 pa depending on experience.

It is envisaged that the amount of time required will be 2-4 days a month. This is likely to be at the higher end of this range initially and then less as the new Company Board settles into its role and learns to work alongside the new Employee Ownership Trust. The key thing in this role is that the role outcomes are met, rather than that a particular number of days are worked.

This appointment is for a period of three years which could be extended by mutual agreement with a notice period of 3 months on both sides.

Triangle is in transition to being owned by an Employee Ownership Trust and run on behalf of its mission and the employees. More information can be found here

<https://baxendaleownership.co.uk/introduction-to-eo/>

It is envisaged that the change of ownership will have taken place at the point when the Chair takes up their post.